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14. ABSTRACT

This Cyber Security Workforce Development Project directly supports workforce development needs for the U.S. Navy; promotes local, regional, and global needs to develop subject matter experts in information security and assurance; and supports the transition of veterans into engineering related career fields. Funding to support the three lines of effort described here, expansion of the UHWO Cyber Security Coordination Center (UHWO CSCC), establishment of the UHWO CSCC Network Vulnerability Assessment Lab, and the Expansion of the Troops to Engineers Program was instrumental to the success of this project and the further development of the cybersecurity workforce.

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Final Project Technical Report:

Cyber Security Workforce Development and the Protection of Critical Infrastructure

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Proposed Period of Performance: May 15th, 2015 - December 31st, 2016

Executive Summary

Based on the rapid expansion of cyberspace operations and the importance of cyber security to both the Department of Defense (DoD) and industry, the University of Hawai'i - West O'ahu (UHWO) developed the Bachelor of Applied Science degree with a concentration in Information Security and Assurance (BAS-ISA). The mission of the program is to:

"Prepare all students, including Native Hawaiian, local, and regional students for employment in the information technology and information security career fields upon graduation."

This Cyber Security Workforce Development and the Protection of Critical Infrastructure Project directly supports workforce development needs for the U.S. Navy; promotes local, regional, and global needs to develop subject matter experts in information security and assurance; and supports the transition of veterans into engineering related career fields. The project was completed along three lines of effort: expansion of the UHWO Cyber Security Coordination Center (UHWO CSCC), establishment of the UHWO CSCC Network Vulnerability Assessment Lab, and the Expansion of the Troops to Engineers Program. The estimated and final cost for the program was \$360,275.

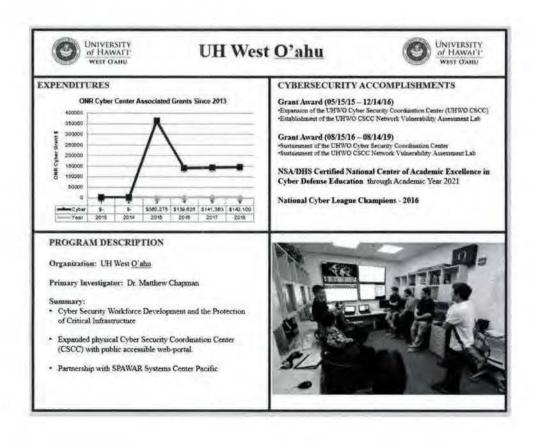


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Introduction

Since 1976, the University of Hawai'i - West O'ahu (UHWO) has served the people of Hawai'i and remains a dynamic and diverse place of learning and cultural enrichment. UHWO is located in the city of Kapolei on the island of O'ahu, and is a four-year, comprehensive university with an emphasis on career-related baccalaureate education based on state, regional, and global needs. The university is located closely to key defense and military facilities to include: Joint Base Pearl Harbor-Hickam, Headquarters United States Pacific, Command, Schofield Barracks, Kaneohe Marine Corps Base, and numerous critical Department of Defense (DoD) facilities.

Due to the rapid expansion of cyberspace operations and the importance of cyber security for both the DoD and industry, UHWO developed the Bachelor of Applied Science degree with a concentration in Information Security and Assurance (BAS-ISA). This degree program is the first of its kind at a public institution in Hawai'i and the Pacific to be developed in response to both national and state needs for graduates with education in information security. The concentration was developed in cooperation with University of Hawaii Community Colleges, state and federal law enforcement agencies, state security officials, and local businesses to cover a wide variety of technical and managerial aspects within the field.

The National Security Agency (NSA) and the Department of Homeland Defense (DHS) have certified the University of Hawai'i - West O'ahu as a National Center of Academic Excellence in cyber defense education through academic year 2021. This is in keeping with the mission and vision of the information technology and security concentrations at UHWO.

"Prepare all students, including Native Hawaiian, local, and regional students for employment in the information technology and information security career fields upon graduation (Mission)."

"Establish and expand the UHWO Cyber Security Coordination Center as a Center of Academic Excellence in Information Security and Cyber Defense, educating students to be engaged global citizens and leaders in our society (Vision)."

Additionally, the Chief of Naval Operations (CNO) Position Report for 2014 highlighted the U.S. Navy's plan to develop a cadre of about 1,000 cyberspace operators by 2016 to man cyber mission teams and identifies other personnel shortfalls that may directly impact readiness.

Project Objective

This Cyber Security Workforce Development and the Protection of Critical Infrastructure Project directly supports workforce development needs for the U.S. Navy; promotes local, regional, and global needs to develop subject matter experts in information security and assurance; and supports the transition of veterans into engineering related career fields. Funding to support the three lines of effort described here, expansion of the UHWO Cyber Security

Coordination Center (UHWO CSCC), establishment of the UHWO CSCC Network Vulnerability Assessment Lab, and the Expansion of the Troops to Engineers Program was instrumental to the success of this project and for progressing towards the stated mission and vision for the BAS-ISA program. The estimated and actual cost of this complete project was \$360,275, which includes the three lines of effort and project management requirements.

Technical Findings

Expansion of the UHWO Cyber Security Coordination Center (UHWO CSCC)

The purpose of the UHWO CSCC is to provide BAS-ISA students with an opportunity to work in a cyber-operations center and coordinate cyber defense information with local and regional partners. This center provides students with experience and education as network defense subject matter experts to prepare them for future employment in industry or the DoD. This center also supports information security needs in the community and region by acting as a resource to learn about modern cyber conflicts emerging threats. Curriculum courses that support this center include Proactive System Security, Digital Forensics, Management of Information Security, Modern Cyber Conflicts, and Senior Practicum. The expansion of the center supports the NSA/DHS National Centers of Academic Excellence focus areas of Cyber Investigations and Security Incident Analysis and Response.

This program has been expanded and now includes a further developed web-based coordination site, associated hardware, and software for the on-campus UHWO CSCC, administrative stipends for practicum and research students, faculty summer salary, communications products, and limited travel for site visits and conferencing.

The CSCC contains a developed web-based coordination site, computer workstations, and industry standard software for interns to conduct their research. Currently, the CSCC is located on the UHWO campus in Building E, and is staffed with five student research interns performing the following roles: Global Cyber Environment Analyst, Vulnerability Researcher, Best Practices Analyst, Forensics Analyst, and Industrial Control Systems Cybersecurity Analyst.

The Global Cyber Analyst position researches and conduct analysis on current national and international developments related to cybersecurity. This involves gathering information on activities such as data breaches, cyber-related legislative activities, and international and domestic events. The duty requirements for this position include:

- Production of weekly executive summaries.
- Maintenance of designated web space with current analysis.
- · Maintenance of information security resources for the CSCC.

The Best Practices Analyst position maintains a list of best practices, computer related patches, and standard operating procedures (SOP) for various Operating Systems (OS), software and hardware. The duty requirements for this position include:

- Keep up to date with latest patches and security updates for Linux Windows, and Mac OSs.
- Maintain a list of SOPs for hardening Linux Windows, and Mac OS.
- Provide weekly executive summaries of software updates and patches for the CSCC.
- Maintain a list of updates and patch resources for the CSCC.

The Vulnerability Researcher position investigates the latest security vulnerabilities and published exploits. The Vulnerability Researcher analyzes the vulnerabilities and exploits to provide information on how they work, the likelihood of it turning into an attack, and how to best mitigate the issue. The duty requirements for this position include:

- · Research the latest vulnerabilities and exploits.
- Test and document vulnerabilities, exploits and effective countermeasures.
- Provide effective countermeasures to the Best Practices Analyst.
- Produce weekly executive summaries of current vulnerabilities and exploits.
- Maintain a list of vulnerability news resources for the CSCC.

The Forensics Analyst position further examines and analyzes various forms of malware, exploits, phishing attempts, and related cyber-attacks. The Forensics Analyst performs certain exploits found in a developed sandbox environment. The duty requirements for this position include:

- · Building and maintaining a Network Vulnerability Assessment Lab.
- Obtaining samples of viruses, malware, and phishing-attempts for analysis.
- Produce weekly executive summaries of current threats, phishing-attempts, and malware campaigns.
- Produce analysis reports of malware samples and phishing attempts.
- Publish malware remediation procedures to CSCC.

The Industrial Control Systems Cybersecurity Analyst further specifically examines and analyzes current cybersecurity threats related to both ICS and critical infrastructure protection. The duty requirements for this position include:

- Building and maintaining Network Vulnerability Assessment Lab equipment specifically related to ICS.
- Produce weekly executive summaries relating to ICS cybersecurity.
- Publish ICS alerts and advisories.
- Maintain ICS training and resources for the CSCC.

CSCC Portal (Available from www.uhwo.hawaii.edu/cyber)

The expansion of the CSCC Portal allows access to all analyst resources to the public to support education and the increased cybersecurity posture of networks local and regionally. The portal also support academics, training, events, jobs, internships, and cybersecurity resources (see figures 1 and 2).



Figure 1: CSCC Portal

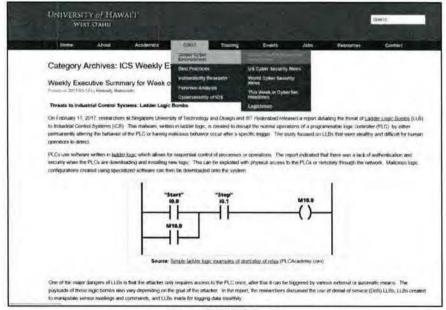


Figure 2: CSCC Portal

CSCC Center - UHWO Campus Room E205

The expansion of the CSCC into expanded physical space provides five student interns the resources to conduct cybersecurity research and analysis. The CSCC is configured with analyst workstations, forensics machines, and vulnerability testing platforms (see figure 3).



Figure 3: Physical CSCC

Establishment of the UHWO CSCC Network Vulnerability Assessment Lab

Ethical and legal considerations are a significant challenge when educating BAS-ISA students on techniques and procedures involved in conducting vulnerability assessments of computer networks. To adequately exercise and experiment with industry standard software, it was necessary to construct a Network Vulnerability Assessment Lab to mitigate the risks associated with conducting penetration testing on live networks. In addition, a reconfigurable lab allows students to model various network architectures and support research into the vulnerabilities associated with home networks, small business networks, and industrial control systems. Curriculum courses that support this lab include Proactive System Security, Digital Forensics, Management of Information Security, Secure Software Programming, and Senior Project. A new course was developed and offered for the spring 2017 semester to better train and educate students on the cybersecurity concerns of the Nation's critical infrastructure; Cybersecurity of Supervisory Control and Data Acquisition (SCADA) Systems.

Establishment of this lab included associated hardware and software for the on-campus lab, faculty and researcher training, administrative stipends for practicum and research students, and limited travel for site visits and conferencing.

Triangle Micro Works Test Harness: UHWO completed the purchase and configuration of network simulation and industry commercial-of- the-shelf (COTS) solution to begin understanding protocol parsing and vulnerability analysis for protocols used in critical infrastructure. The purpose of this vulnerably analysis was to gain a better understanding of information security as it applies to the protection of critical infrastructure. This will be the first test conducted in the Protection of Critical Infrastructure lab to better understand issues involved

in the specific protocols. This objective of this study was to implement a small-scale simulation of a utility industrial control system using the Triangle Micro Works Test Harness. Protocols involved in this test include DNP3. The simulation was used to monitor communications from a remote user to the remote terminal unit (RTU). This laid the groundwork for possible expansion of this study to include vulnerability testing of the communications to an RTU using commercial products.

NETLAB: UHWO implemented a system created by Network Development Group (NDG) called NETLAB. This system allows students to connect to a self-enclosed virtualized network environment at any time. NETLAB utilizes a virtual network called "pods" that are non-persistent and reusable for hands-on learning. The pods contain their own network and are unable to access anything outside of the environment allowing students to work safely on system penetration techniques, malware analyzing and forensics analysis. In addition, the reconfigurable lab allows students to model various network architectures and support research into the vulnerabilities associated with home networks, small business networks, and industrial control systems. Curriculum courses that support this lab include Proactive System Security, Digital Forensics, Management of Information Security, Secure Software Programming, and Senior Project and Cybersecurity of SCADA. Student interns were provided the opportunity to assist in the installation, configuration, and maintenance of the NETLAB system (see figure 4).





Figure 4: NETLAB Installation

Student Client Workstations and Lab: UHWO completed the purchase and configuration of a commercial-of- the-shelf (COTS) solution for a student lab to access penetration testing resources. This lab includes 30 workstations configured for access to the NETLAB infrastructure, host-based virtual machine penetration testing, and academic software for course support.

Expansion of the Troops to Engineers Program

The Troops to Engineers Program promotes success in engineering through internships and work experience for recent veterans. This National Science Foundation sponsored initiative at San Diego State University demonstrated a methodology to bridge the gap between military service and the transition into engineering careers. O'ahu is home to several military installations, and as of November 2010, the number of veterans in the State of Hawaii was 117, 254. The expansion of the program to UHWO allowed the university to support veterans transitioning into engineering career fields, specifically information assurance and cyber security (See Appendix B). Additionally, UHWO developed a partnership with the SPAWAR Systems Center Pacific and has a student veteran serving as an intern at the Hawaii facility.

SPAWAR Systems Center Pacific: UHWO established partnerships with SPAWAR Systems Center Pacific, Cybersecurity Science and Technology Branch. This partnership led to the support of ICS Cybersecurity training for UHWO students in support of cyber workforce development. To support this partnership, a new course was developed and offered to advanced cybersecurity students (available Spring 2017 semester). ICS cybersecurity training and workforce development are also directly supported with SPAWAR SSC subject matter experts providing student training and faculty development (see Figure 5).



Figure 5: SPAWAR Systems Center Partnership

Tasks and Timeline

The Cyber Security Workforce Development and the Protection of Critical Infrastructure Project original period of performance was from May 15th, 2015 through December 2016. This project directly supports cyber workforce development needs. The level two and three tasks from the project work breakdown structure (WBS) and associated milestones are as follows:

* Identifies a project milestone

1. Initiation	May 2015-August 2015
1.1. Stakeholder identification	5/15-6/15
1.2. Stakeholder register completed*	7/15
1.3. Stakeholder management strategy completed*	8/15
1.4. Development of white-paper*	Complete
1.5. Completion of project proposal*	2/15
2. Planning	May 2015-August 2015
2.1. Scope statement	5/15-6/15
2.2. Schedule	7/15
2.3. Initial project management plan (PMP)*	7/15
2.4. Gantt chart*	7/15
2.5. PMP*	8/15
2.6. Updated resources register with financial overhead	8/15
3. Cyber Security Coordination Center (CSCC)	Aug.2015 – Dec. 2016
3.1. Expansion of web-based coordination site	6/15-6/16
3.2. Hardware equipment plan	8/15
3.3. Hardware procurement*	8/15-12/15
3.4. Software plan	8/15
3.5. Software, licenses, and procurement*	8/15-12/15
3.6. Facilities improvement*	8/15-12/15
3.7. Communications plan and products	8/15-12/15
3.8. Travel plan	9/15
3.9. CSCC transition to sustained operations*	8/16
4. Network Vulnerability Assessment Lab	Aug. 2015 – Dec 2016
4.1. Lab design*	9/15-12/15
4.2. Hardware equipment plan	9/15-12/15
4.3. Hardware procurement*	1/15-12/16
4.4. Software plan	9/15-12/15
4.5. Software, licenses, and procurement*	1/15-3/16
4.6. Facilities improvement*	1/15-12/16
4.7. Researcher training, SCADA and penetration testing	8/15-12/16
4.8. Travel plan	8/15-12/16
4.9. Lab transition to sustained operations*	12/16
5. Troops to Engineers Program	Aug. 2015-Dec. 2016
5.1. Communication	8/15-3/16

5.2. Planning for veteran sti	pends	8/15-12/15
5.3. Travel plan		8/15-12/16
5.4. Support plan for CSCC	*	1/16-12/16
5.5. Support plan for Netwo Lab*	rk Vulnerability Assessment	1/16-12/16
5.6. Internships complete*		12/16
6. Monitoring and Controlling		Aug. 2015 – Dec 2016
6.1. Lab direction		8/15 - 12/16
6.2. CSCC operations		8/15-12/16
6.3. Stakeholder update/visi	t 1QFY16*	11/15
6.4. Stakeholder update/visi	t 3QFY16*	5/16
6.5. Final stakeholder updat	e/visit complete*	12/16
7. Closing		

Key Project End Items

3/17

3/17

CSCC Equipment and Supplies and Related Expenses

7.1. Final project report complete*

7.2. Project complete*

CSCC Hardware

Dell Workstations Cyber Center laptops Cyber Center Display Panels

CSCC Software

Nessus Vulnerability Scanner Office Software Deepfreeze security Software

CSCC Book Library

Industry and academic standard texts CHFI Courseware CEH Courseware

Vulnerability Assessment Lab and Server Equipment

Lab Hardware

NETLAB Server and associated networking equipment Dell Servers and virtual network equipment

Student client workstations

Lab Software

NETLAB Installation and Training vSphere ESXI software for network virtualization Triangle Microworks Test Harness

Summary

This Cyber Security Workforce Development and the Protection of Critical Infrastructure Project directly supports workforce development needs for the U.S. Navy; promotes local, regional, and global needs to develop subject matter experts in information security and assurance; and supports the transition of veterans into engineering related career fields. The project was completed along three lines of effort: expansion of the UHWO Cyber Security Coordination Center (UHWO CSCC), establishment of the UHWO CSCC Network Vulnerability Assessment Lab, and the Expansion of the Troops to Engineers Program. The project was completed on December 31st, 2016 following the no cost extension identified in Appendix A (No Cost Extension). The estimated and final cost for the program was \$360,275.

Project Highlights Include:

- UHWO Certification by the NSA and DHS as a National Center of Academic Excellence in Cyber Defense Education through Academic Year 2021.
- UHWO Team was the first in the state to win the National Cyber League, National Championship. The team placed first in both the overall and gold brackets earning the title of National Champions in 2016.
- Expansion of both the physical and virtual CSCC at UHWO supporting student research.
- Design and installation of server and client infrastructure to support cyber workforce development.
- Established Partnerships with SPAWAR Systems Center Pacific.

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Office of the Vice Chancellar for Apademic Affairs

July 15, 2016

Dr. Richard Carlin ONR SEA WARFARE & WEAPONS S&T DEPT 875 N. Randolph Street Arlington, VA 22203-1995

DE.

Award No. N00014-15-1-2407

No Cost Extension until December 31, 2016

Dear Dr. Carlin,

We respectfully request a No Cost Extension until December 31, 2016 for award No. N00014-15-1-2407 Cyber Security Workforce Development and the Protection of Critical Infrastructure. The current end date is August 14, 2016. We anticipate having a balance of approximately \$104,035 left of the original award.

We request a no cost extension to facilitate the completion of projected procurement actions and scheduled student research internships. The period of performance on the grant proposal and the grant award document is from May 15th, 2015 – August 14th, 2016; however, project funding was initiated on July 28th, 2015. The additional time will also allow the project manager to continue support of the UHWO Cyber Coordination Training Center and associated student research for the Fall 2016 semester.

Thank you for your support of the program.

Respectfully,

Matthew A. Chapman, Ph.D.

Principal Investigator

mc:sm

Melody Bentz

Contracts and Grants Specialist

Office of Research Services

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Appendix B- Troops to Engineers Report

Troops to Engineers Program Trip Report: Ms. Sherry Proper, Director of Strategic Initiatives

Coordination meetings with the Veterans Centers at California State University San Marcos (CSU San Marcos) were conducted on July 15, 2016 and with San Diego State University (SDSU) on July 18, 2016. The purpose of these trips was to gain a better understanding of the infrastructure of the centers, as well as their scope and services, in order to begin to devise a plan for providing similar services at the University of Hawaii West Oahu.

At CSU San Marcos, Ms. Proper met with the following representatives: Patricia Reilly, Veterans Center Director; Ericka Korb, ESTEP Coordinator and Professional Development; and Brian Pierce, ESTEP Management Intern. At SDSU, meeting occurred with the following representatives: Todd Kennedy, Veterans Coordinator; Ryan Morris, Vocational Rehabilitation Coordinator; Jason Smith, Veterans Employment Specialist; and Holly Shaffner, Military Liaison Officer.

At each of these institutions, the percentage of military-related students – including veterans, activity duty, and family members – is approximately 10-12% of the total student population. Both CSU San Marcos and SDSU are institutions that have demonstrated appreciation and support of veterans by dedicating facilities, staff and financial support to ensure veterans, active military and their family members are successful in transitioning from military to non-military life.

The mission of the Centers focusses on five key areas: family, finances, health, education, and career. Specific center services include assistance with admission and application information, educational benefits, scholarships, disability compensation claims, degree evaluation, internship opportunities, counseling, and vocational advising. According to staff members at both schools, it is workforce development and career preparation that are the most strategic components of the Centers' activities. Programs like ESTEP, VetSuccess, Troops to College, and Troops to Engineers further establish and organize specific pathways to educational and career achievement.

In order for the University of Hawaii West Oahu to begin to build the groundwork for supporting military-related families, the initial step would be to hire a staff who has knowledge of and experience in the five key areas of military support member to establish the foundation of a military-related support center. The University of Hawaii West Oahu already has some select academic programs that are attractive and conducive to military students, as well as its first ESTEP student intern. Should funding be available to lead the development of a 3-5 year pilot program, specific goals for enrollment and retention could be determined in an effort to project tuition revenue that would support the institutionalization of these efforts. Another trip to CSU San Marcos in a few months would be appropriate to have a more detailed meeting with the Veterans Financial Aid specialist there, since finances are a key area of support focus for military students and UH West Oahu needs more information about that particular area in order to establish a Veterans Center.

Appendix C - CSCC Library Inventory

(Available from http://www.uhwo.hawaii.edu/cyber/resources/uhwo-cscc-library/)

UHWO CSCC Library

The titles below are available for student reading and research in the UHWO CSCC, E205. These reference materials cannot be removed from the CSCC.

Title	Author	ISBN
A Nation Rising: Haweiian Movements for Life, Land and Sovereignty	Noelani Goodyear-Ka'opus, ikaika Hussey and Erin Kahunswaiks ala Wright	9780822356950
All-In-One CompTIA Security+ Exam SYG-401 Exam Guide 4th Edition	WM Arthur Conklin and Gregory White	9780071841245
Android Hacker's Handbook	Joshus J. Drake. Pau Oliva Fora. Zach Lanier, COllin Mulliner. Stephen A. Ridley and Georg Wicherski	9781118608647
Applied Cyber Security and the Smart Grid	Erie D. Knapp	9781597499989
Applied Network Security Monitoring	Chris Sanders and Jeson Smith	9780124172081
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Blue Team Handbook Incident Response Edition	Dan Murdach	9781500734756
Building an Information Security Awareness Program	Bill Gemer and Velerie Thomas	9780124199875
Building Virtual Pentesting Labs for Advance Penetration Testing	Kevin Cardwell	9781763284771
CCENT/CCNA (CND1 100-105 Official Cert Guide	Wendeli Odom	9781587205804
CCNA Routing and Switching ICND2 200-105	Wendell Odom	9781587205798
CHFI Computer Hacking Forensic Investigator Certification All-In-One Exam Guide	Charles L. Brooks	9780071831567
CISSP Study Guide Third Edition	Eric Conred, Seth Misener, Joshue Feldman	9780128024379
CISSP: Certified Information Systems Security Professional Official Study Guide	James Michael Stewart	9781119042716
CompTIA Security+ Get Certified Get Ahead SY0-401 Study Guide	Dami Gibson	9781939136022
Counter Hack Reipaded	Ed Skoudis	9780131481046
Crafting the InfoSec Playbook	Jeff Bollinger	9781491949405
Cyber Warfere, Second Edition: Techniques, Tactics and Tools for Security Practitioners	Jeson Andress, Steve Winterfeld	9760124166721
Digital Forensics For Legal Professionals	Larry E. Daniel Lars E. Deniel	9781597496438
Ethical Hacking and Countermeasures v9 – Volume 1	EC-Gauncil	NA
Ethical Hecking and Countermeasures v9 - Volume 2	EC-Council	N/A
Ethical Hacking and Countermeasures v9 - Volume 3	EC-Council	N/A
Fuzzing: Brute Force Vulnerability Discovery	Michael Sutton, Adam Greene, Pedram Amini	9780321446114
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Google Hacking for Penetration Testers	Johnny Long	9780128029840

Guide to Computer Forensics and Investigations	Bill Nelson, Amelia Phillips, Christopher Steuart	9781285060033
Hacking Exposed 7: Network Security Secrets & Solutions	Stuart McClure, Joel Scambray and George Kurtz	9780071780285
Hacking Web Apps: Detecting and Preventing Web Application Security Problems	Mike Shema	9781597499514
Hacking: The Art of Exploitation	Jon Erickson	9781593271442
Handbook of SCADA/Control Systems Security	Robert Radvenovsky	9781466502260
Hands-On Ethical Hacking and Network Defense	Michael T. Simpson, Kent Backman, James E. Corley	9781133935812
Industrial Network Security	Eric D. Knapp	9780124201149
Industrial Process Automation Systems: Design and Implementation	B.R. Medita	9780128009390
OS Hacker's Handbook	Charlie Miller, Dionysus Blazakis, Dino Dai Zovi, Stefan Esser, Vincenzo lozzo and Rail-Phillip Weinmenn	9781118204122
Java Software Solutions: Foundations of Program Design 9th Edition	John Lewis and William Laftus	9780133594956
Kali Linux Network Scenning Cookbook	Justin Hutchens	9781783982141
Kali Linux Wireless Penetration Testing	Vivek Ramachandran	P781783280414
Mastering Kali Linux for Advanced Penetration Testing	Robert W. Beggs	978178216312
Mastering Windows Server 2012 R2	Mark Minasi, Kevin Graene, Christian Booth, Robert Butler, JOhn McCabe, Robert Panek, Michael Rice and Stefan Roth	9781118289426
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Nmap Network Scanning	Gordon Lyon	9780979958717
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